

Health and Wellbeing Board

16th January 2020

Public Question

Question from Lisa Richards – Loss and Wellbeing Specialist

Having worked for the public sector for over 25 years & am supportive of any efforts to promote better mental health & wellbeing for the wider community, can you tell me what you are doing to lead the way & set an example when it comes to supporting your own employees, particularly when you are increasingly being asked to do more with less resources?

Response

Part of the Council's Workforce Strategy, a Wellbeing Plan provides an overview of wellbeing initiatives for employees. The plan is supported by a Wellbeing Activity Plan. The 2020 plan is currently in draft and awaiting approval before circulation.

There are three themes adopted to promote engagement with employees to support their own health and wellbeing. These have focused on 'Be Active', 'Be Mindful' and 'Be Informed'. Full details can be found on the staff intranet pages – 'wellbeing'. See link:

<http://staff.shropshire.gov.uk/how-do-i/your-health-and-wellbeing/>

2019 activities consisted of:

- A 'Step Challenge' was arranged in April/May 2019 to encourage employees to increase their physical activity by walking meetings, lunchtime walks and comparing their step achievement with colleagues.
- A six-week session was facilitated by external qualified teachers on Mindfulness to support employees to engage with self-help support in physical and mental health activities.
- Yoga sessions have been commissioned and offered to employees who purchase the sessions and can access the sessions after work. These have been running for twelve months and occur in the Council Chamber.
- A podcast was developed and added to our Wellbeing Intranet pages on a Brief Guide to Mindfulness.

Several mental health initiatives were developed and implemented:

- A Mental Health Policy has been implemented.
- Mental Health First Aiders were trained and have been utilised around the organisation to signpost to services and support.
- The 'Time to Pledge' (Led by MIND) Action Plan was founded and submitted for assessment.

A Wellbeing Event was undertaken and well attended by employees in October 2019 to offer information to employees on health and wellbeing via stalls from benefit providers,

counselling information, physiotherapy clinic for aches and pains, access to a range of therapies and bookable Preventative Health 'MOT' slots.

Targeted support for musculoskeletal conditions from Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust via fast track access for employees to Physiotherapy Services via management referrals via Occupational Health.

Staff Counselling is a free and confidential service for employees to access to arrange telephone or face to face support. The service is provided by Network of Staff Supports (NOSS)

The stand on Health Monitor at Shirehall continues to be regularly used to self-monitor their weight and blood pressure.

A programme of seasonal influenza vaccination programme to employees who provide front line care and support business continuity arrangements was provided by Occupational Health Team.

Last year, our wellbeing pages on the staff intranet were revised and useful information on health and wellbeing can be found.

This year, 2020, we will continue with our three themes and focus on the National Campaigns throughout the year with the following topics on:

Mental Health
Stress at work
Physical activities
Menopause

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